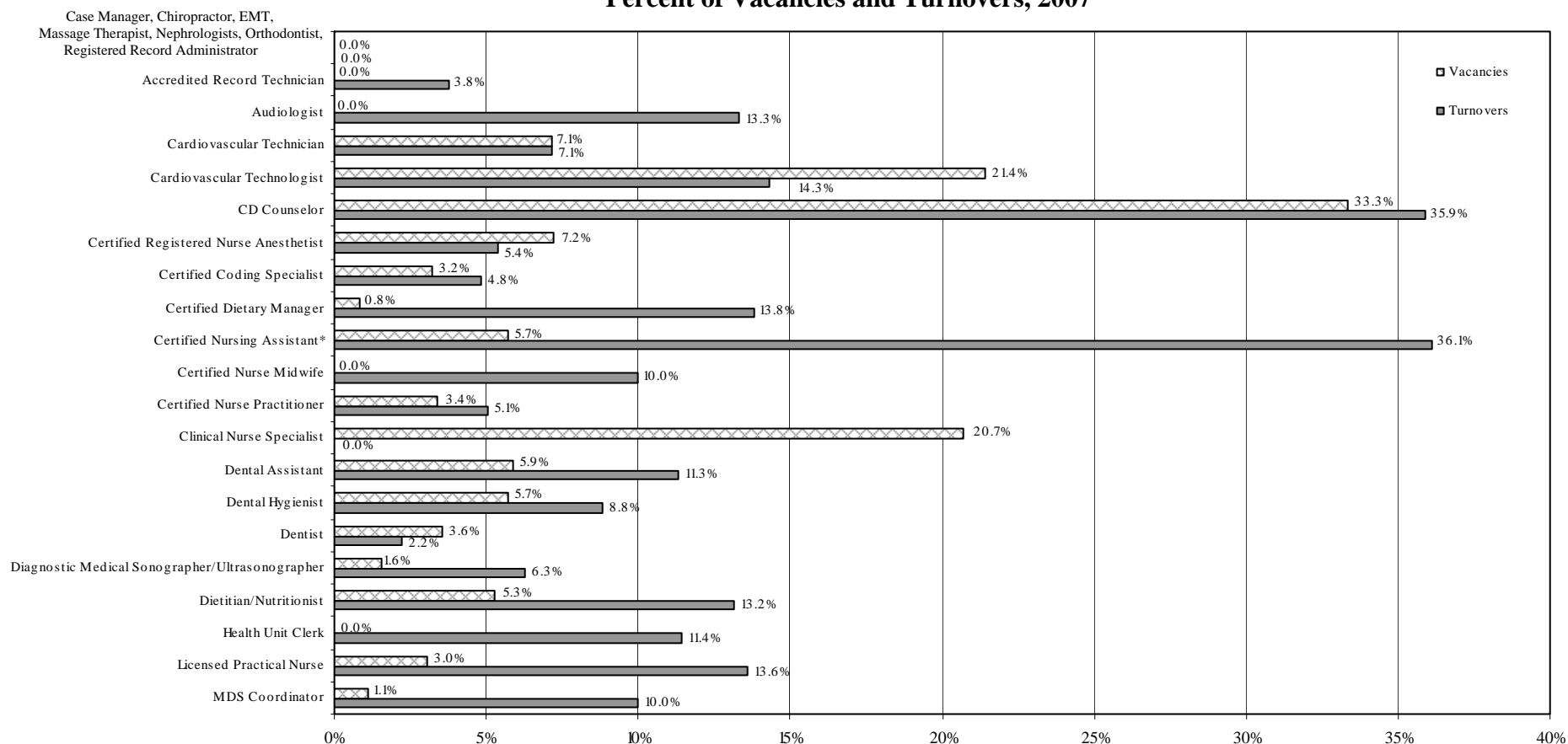


# Statewide Data

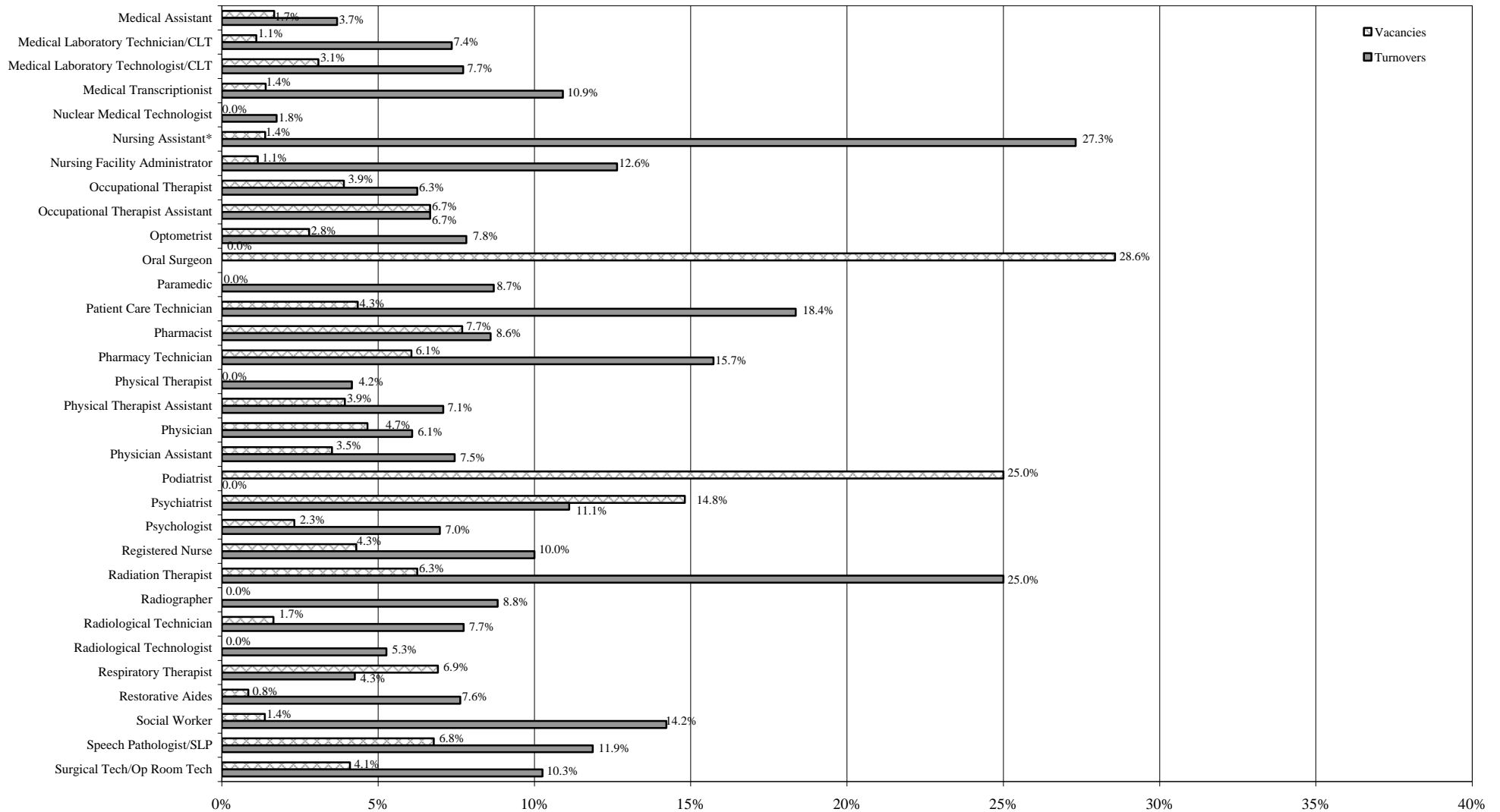
Out of the 1,555 surveys sent out to the 15 different facility types in South Dakota, 1,125 were returned for a return rate of 72.3 percent. See Appendix B for a table showing the actual number of positions, vacancies, and turnovers as well as the percent of vacancies and turnover for all positions listed in Figure 1. As illustrated in Figure 1, the position with the highest percentage of vacancies was chemical dependency (CD) counselor with 33.3 percent followed by oral surgeon at 28.6 percent and podiatrist at 25 percent.

The position with the highest percentage of turnovers was certified nursing assistant with 36.1 percent followed by CD counselor at 35.9 percent and nursing assistant at 27.3 percent. The statewide percent of all budgeted vacancies and all turnovers for all positions in 2007 was 4.2 and 14.6 percent, respectively. While in 2006, the statewide percent of all budgeted vacancies and all turnovers for all positions was 4.0 and 15.6 percent, respectively.

**Figure 1**  
**Percent of Vacancies and Turnovers, 2007**



**Figure 1**  
**Percent of Vacancies and Turnovers, 2007 (continued)**



Source: South Dakota Department of Health, Office of Data, Statistics, and Vital Records

Note: \* Starting in 2005 certified nursing assistants were analyzed separately from nursing assistants.

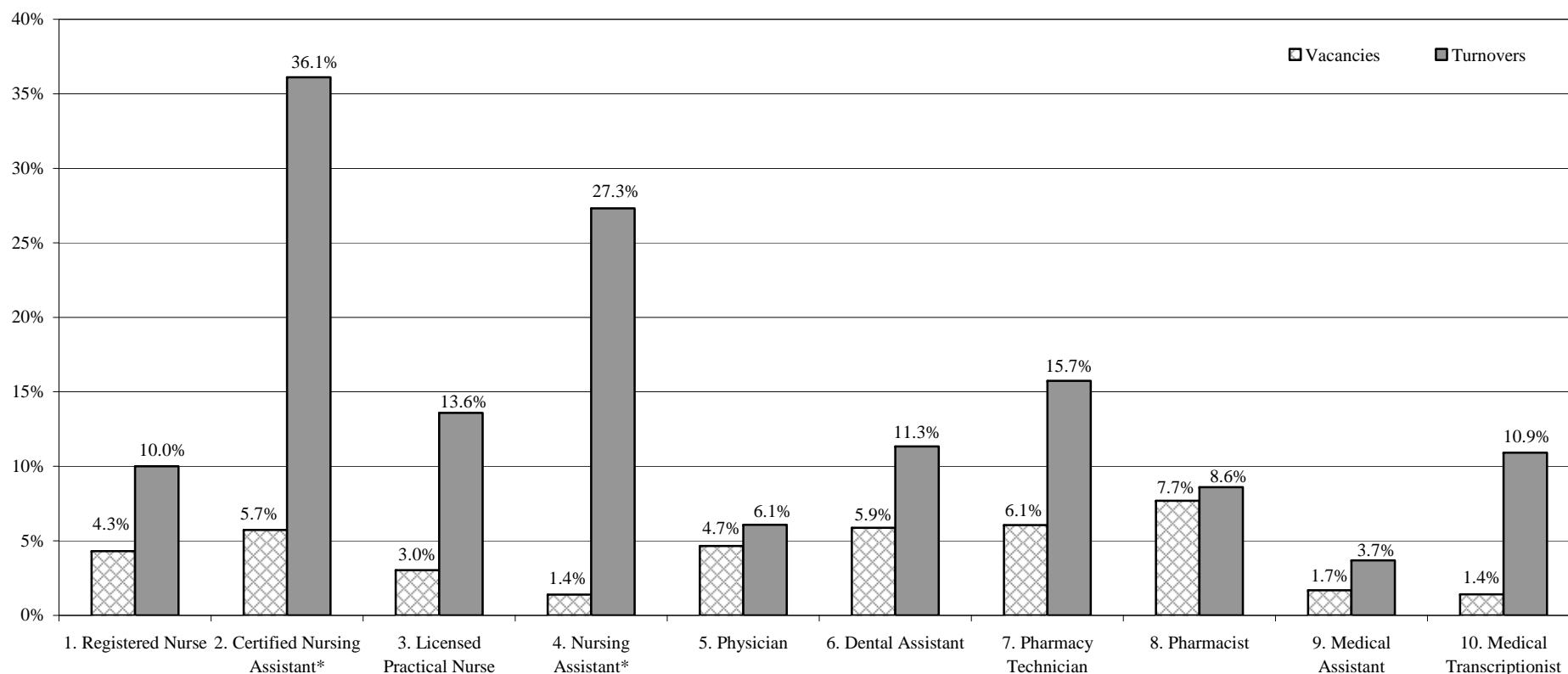
Please do not use past publications to conduct trend analysis on nursing assistants.

There were only part-time Nutrition Educators (35) in 2007.

Figure 2 illustrates the percent of vacancies and turnovers for the top 10 full-time budgeted positions employed at the 15 facility types. Facility types included assisted living centers, inpatient chemical dependency, certified end-stage renal dialysis, clinics, home health agencies, intermediate care for mentally retarded, nursing facilities, rural health clinics, dental offices, federally qualified health care centers, eye clinics, pharmacies, correctional health facilities, and hospitals including: community, non-community, and specialized.

The top 10 full-time budgeted positions refer to the 10 health care professions in which the largest numbers of people are employed. Pharmacist had the highest percent of vacancies with 7.7 percent followed by pharmacy technician with 6.1 percent and dental assistant with 5.9 percent. Certified nursing assistant had the highest percent of turnovers with 36.1 percent followed by nursing assistant with 27.3 percent and pharmacy technician with 15.7 percent.

**Figure 2**  
**Top Ten Full-Time Budgeted Positions - Percent of Vacancies and Turnovers, 2007**



Source: South Dakota Department of Health, Office of Data, Statistics, and Vital Records

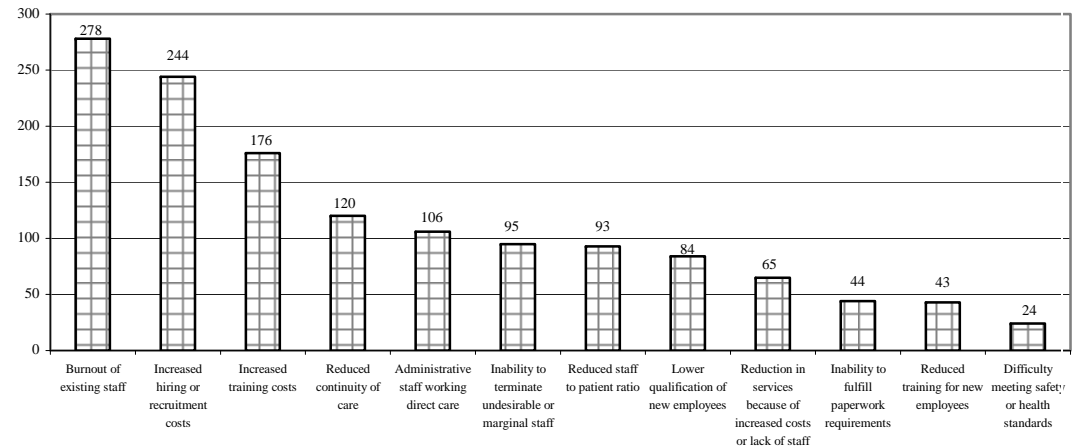
Note: \* Starting in 2005 certified nursing assistants were analyzed separately from nursing assistants.

Please do not use past publications to conduct trend analysis on nursing assistants.

## Impact of Vacancies and Turnovers

Figure 3 provides the responses to the impact of vacancies and turnovers on facilities. The greatest number of facilities, 278, stated “burnout of existing staff” as their top impact. The second highest impact on facilities was “increased hiring or recruitment cost,” reported by 244 facilities. “Increased training costs” was the third highest impact, at 176 facilities.

**Figure 3**  
**Impact of Vacancies or Turnovers on Facilities, 2007**

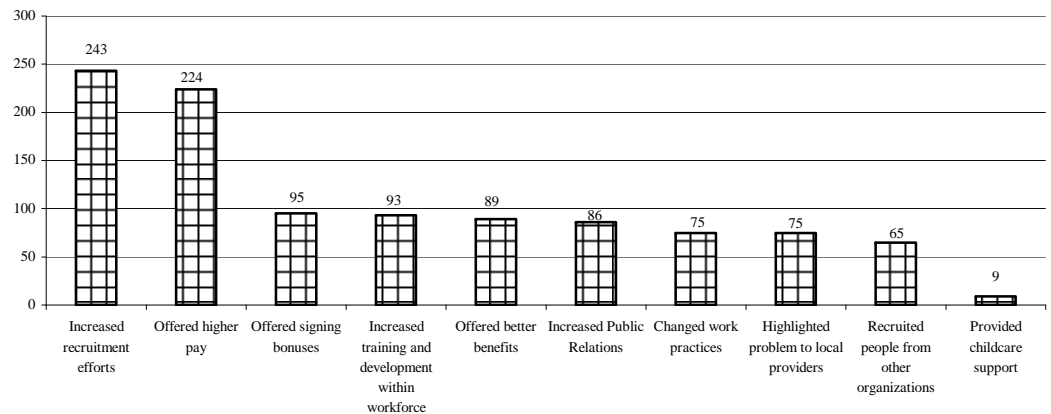


Source: South Dakota Department of Health, Office of Data, Statistics, and Vital Records

## Measures Taken for Hard-to-Fill Vacancies

Figure 4 indicates that surveyed facilities “increased recruitment efforts” most of the time as a measure taken to tackle hard-to-fill vacancies with 243 facilities choosing this response. “Offered higher pay” was second with 224 facilities choosing it. A total of 95 facilities checked “offered signing bonuses” for the third most marked response. Facilities were allowed to check more than one response.

**Figure 4**  
**Measures Taken to Tackle Hard-to-Fill Vacancies, 2007**



Source: South Dakota Department of Health, Office of Data, Statistics, and Vital Records